

SECRET

ATTACHMENT A

OUTLINE OF BACKGROUND AND DEVELOPMENT
OF THE SENIOR CAREER DEVELOPMENT PROGRAM

A. BACKGROUND

25X1A 1. The Senior Career Development Program is an outgrowth of the Rotation
25X1A Loan Program established by CIA Notice No. [] dated 19 June 1952. Recent
revisions of Regulation No. [] made no provision for this Career Development
Program.

2. On 28 July 1953, the Director approved the recommendation that the
Acting Deputy Director (Administration) be authorized to reserve a block of
fifty slots within the Agency's total personnel ceiling for subsequent allot-
ment by the CIA Career Service Board. On 11 August 1953, the Acting Director
determined that the number of Career Development slots should not exceed forty.

3. In order to minimize difficulties in connection with budgetary execution,
personnel ceiling control, and performance of administrative services for the
program participants, the decision was made to incorporate and retain the forty
Career Development positions in the Office of Training. Personnel selected for
participation in activities which involved the use of Career Development positions
were assigned to the Office of Training for the duration of the approved activity.

4. On 15 December 1954, the forty Career Development positions were trans-
ferred from the Office of Training to the Office of Personnel.

5. On 8 April 1956, the Deputy Director (Support) adjusted the T/O for the
Senior Career Development Program to meet the current ceiling authorization.
This action resulted in reducing the T/O for the program to 27 positions
(8 vouchered and 19 unvouchered).

B. SELECTION OF CAREER DEVELOPMENT PROGRAM PARTICIPANTS

1. From the inception of the program until December of 1954 the CIA Career
Council considered each request from operating officials and approved the
participation of individuals and the allocation of slots. In December 1954 the
Council delegated this responsibility jointly to the Director of Personnel and
the Director of Training.

25X1A 2. In December 1955 the selection responsibility was assumed by the Career
Development Committee established by Regulation No. [] From this time on
all three major components participated in the selection of participants in the
Senior and Junior Career Development Programs.

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